

**Radiance Holdings (Group) Company Limited**  
**金輝控股(集團)有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 9993)**

(the “Company”)

**Board Diversity Policy**

**1. Purpose**

The Company recognises and embraces the importance and benefit to achieve diversity on the Company’s board of directors (the “**Board**”) to corporate governance and the Board’s effectiveness.

The purpose of this policy is to set out the basic principles to be followed to ensure that the Board has the appropriate balance of skills, experience and diversity of perspectives necessary to enhance the effectiveness of the Board and to maintain high standards of corporate governance.

**2. Nomination and Appointments**

Board nomination and appointments will continue to be made on merit basis based on its business needs from time to time while taking into account diversity.

The nomination committee of the Company (the “**Nomination Committee**”) has primary responsibility for identifying individuals suitably qualified to become members of the Board and selecting, or making recommendations to the Board on the selection of, individuals nominated for directorships.

**3. Measurable Objectives**

Selection of board candidates shall be based on a range of diversity perspectives with reference to the Company’s business model and specific needs, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. With a view to developing a pipeline of potential successors to the Board that may meet the targeted gender diversity ratio set out below, the Company will (i) continue to make appointments based on merits with reference to board diversity as a whole; (ii) take steps to promote gender diversity at all levels of the Company and its subsidiaries by recruiting staff of different gender ; (iii) consider the possibility of nominating female management staff who has the necessary skills and experience to the Board; and (iv) provide career development opportunities and more resources in training female staff with the aim of promoting them to the senior management

or board of the Company so that the Company will have a pipeline of female senior management and potential successors to the Board in a few years' time. The Nomination Committee will, within five years from the Listing Date, use its best effort to identify and recommend female candidates to the Board for its consideration for appointment as Directors with an ultimate aim to achieve a target of at least 20% female representation in the Board.

#### **4. Policy Statement**

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. All Board appointments will be based on meritocracy, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board.

#### **5. Monitoring and Reporting**

The Nomination Committee is responsible for reviewing the policy, developing and reviewing measurable objectives for implementing the policy and monitoring the progress on achieving these measurable objectives.

The Nomination Committee shall review this policy and the measurable objectives at least annually, and as appropriate, to ensure the continued effectiveness of the Board.

#### **6. Disclosure of this policy**

A summary of this policy, including any measurable objects that it has set for implementing this policy, and progress on achieving those objectives will be disclosed in the Company's annual report and/or as required under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.